

ENVIRONMENTAL QUALITY

Our small staff of highly trained scientists, chemists, and engineers keeps pace with an increasingly complex regulatory and permitting industry. The recent focus on environmental issues, including the Bipartisan Infrastructure Law, puts demand for their skill set at the highest point in history. We are much more than a regulatory agency. We educate industry and are partners in the field. Our universal responsiveness to government, industry, and citizens, pays off in that North Dakota has some of the highest environmental compliance rates in the country. Our staff is entrusted with legal and technical decisions that could impact generations. They thrive in knowing they make a difference, and they see protecting our environment as meaningful work.

WHAT HAPPENS IF WE CAN'T DO OUR JOB...

Limited Economic Development

It would take us longer to approve permits.



Less Responsiveness

The public and industry would have to wait longer to get the help they need from us, causing frustration.



Protections Could Lapse

Bad actors would go unenforced putting our state resources at risk.



CURRENT AGENCY TEAM MEMBER STATS

166

Full-Time Equivalent

17

Number of Vacancies

88%

Below Salary Midpoint

44

Average Age

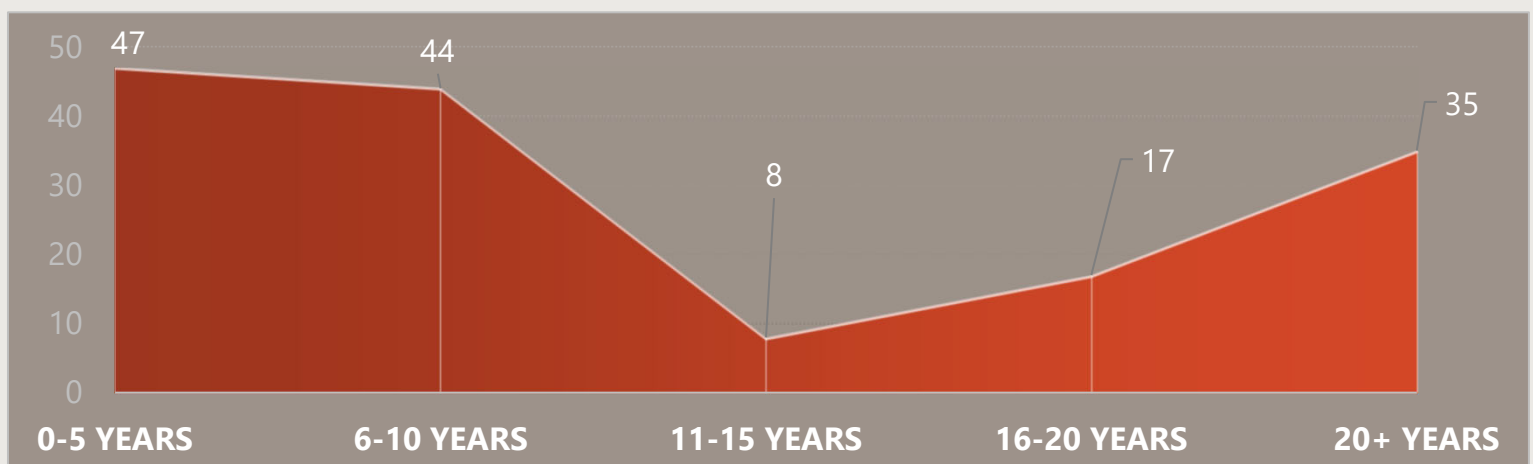
18

Retirement Eligible

\$67 K

Median Annual Salary

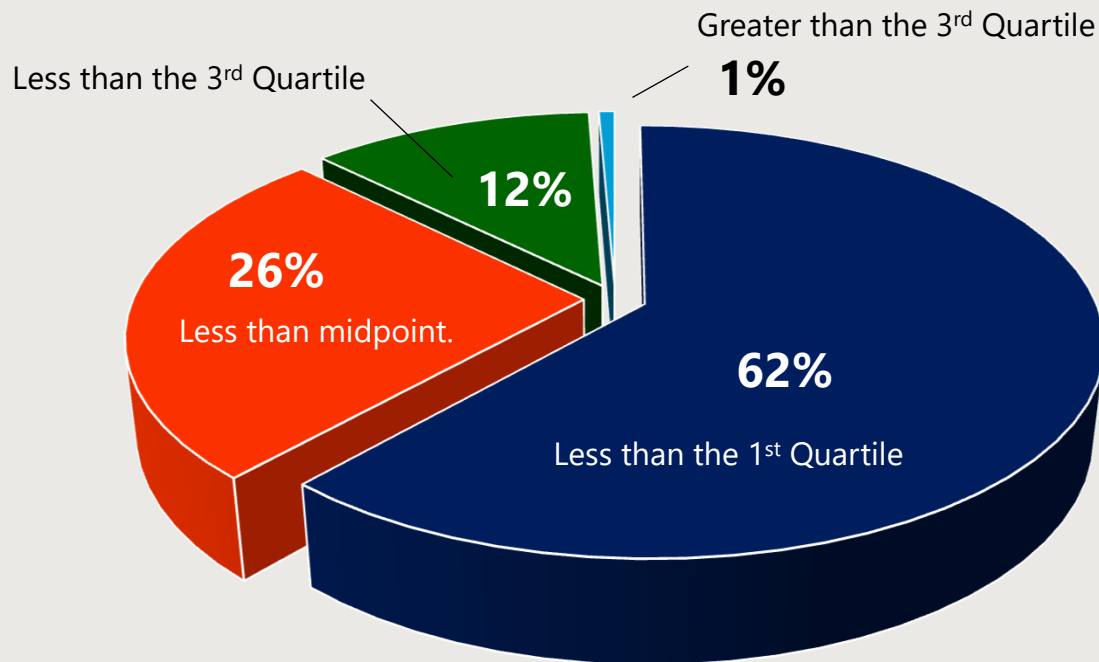
YEARS OF SERVICE



Some applicant challenges are unrelated to the numbers, such as quality of applicants, lack of experience, etc.

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WHERE WE ARE WITH PAY EQUITY



COST OF TURNOVER

\$115K

per team member

Figured with 200% of annual salary

DEQ's cost of turnover is significant as it takes approximately three years to fully train staff.

Considerable amount of work and training is invested over 3 years so team members can obtain the knowledge and skills needed to succeed in their role.

WORKFORCE COMPETITION



**North Dakota State Agencies,
Federal Government, and other
States Environmental Agencies**



**Private Industry including
Engineering and Environmental
Firms**

INDUSTRY OUTLOOK: As North Dakota seeks to establish ourselves as an energy powerhouse, we need to work harder than ever to hold our high compliance rates steady. The more unique industry development we support, the more permits we need to approve in a timely manner, and questions we get from citizens. Continuous added federal regulations increase our need to educate and find innovative technical solutions to complex problems.